

# NEWMAN- CROWS LANDING UNIFIED SCHOOL DISTRICT

## MINUTES

Board of Education

Regular Meeting

November 9, 2020

Closed Session – 5:00 p.m. Regular Session – 6:00 p.m.

### ZOOM:

Register in advance for this webinar:

[https://us02web.zoom.us/webinar/register/WN\\_q-GhLPrcR-ubZ6AnnzvJkw](https://us02web.zoom.us/webinar/register/WN_q-GhLPrcR-ubZ6AnnzvJkw)

### CALL TO ORDER

5:00 Mr. Bazar, Mr. Snodderly, Mrs. Conforti, and Mrs. Hurst – present

Mr. Wallace arrived at 5:35 PM

### CLOSED SESSION

Government Code 54957

Government Code 54957

Government Code 54957.6

Employment of Personnel

Public Employee Discipline/Dismissal/Release

Conference with Labor Negotiations

NCLTA and CSEA

### RECONVENE TO REGULAR SESSION

6:00 PM

### FLAG SALUTE

Mrs. Conforti led us in the flag salute

### REPORT OUT OF ACTION TAKEN IN CLOSED SESSION

No Action Taken

### PUBLIC COMMUNICATION – AGENDA & NON-AGENDA ITEMS

None

### APPROVAL OF AGENDA

Bazar/Wallace 5-0

### INFORMATION/DISCUSSION ITEMS

1. Student Representative Report- Diego reported on the Thought Exchange for students, fundraisers, band blanket sales, Gustine and OHS will meet to discuss Rivalry Week, Measure X, FFA drive thru pick up for materials and a Christmas tree sale, Leadership Council, HYLCC Cluster meetings, GSA, Science Club has a lot of activity, Fine Arts Club, and 2020 CADA Conference  
Mr. Fillpot reported 237 participants in student Thought Exchange- A summary will be available for the public
2. College Board National Recognition Programs Hispanic Scholar Award: Imalay Lopez-Corona- postponed until December
3. First Readings of AR / BP 0430 Comprehensive Local Plan For Special Education, AR 1312.3, Uniform Complaint Procedures, AR 5141.22 Infectious Diseases, AR 5145.8 Refusal To Harm Or Destroy Animals, BP 4112.9 4212.9, 4312.9 Employee Notifications, BP 5141.5 Mental Health, BP 5145.3 Nondiscrimination/Harassment, BP 6020 Parent

Involvement, E 4119.42 4219.42, 4319.42 Exposure Control Plan For Bloodborne Pathogens, BP 1312.3 Uniform Complaint Procedures, AR 6020 Parent Involvement, AR 6115 Ceremonies And Observances, BP 6115 Ceremonies And Observances, AR 4119.43 4219.43, 4319.43 Universal Precautions, BP 1340 Access To District Records, AR 1340 Access To District Records, E 9323.2 Actions By The Board, BP 6161.1 Selection And Evaluation Of Instructional Materials, AR 6161.1 Selection And Evaluation Of Instructional Materials, AR 4157.1 4257.1, 4357.1 Work-Related Injuries, BP 4157 4257, 4357 Employee Safety, AR 4157 4257, 4357 Employee Safety, E 4119.12 Title IX Sexual Harassment Complaint Procedures, E 5145.71 Title IX Sexual Harassment Complaint Procedures

4. Nutrition Services Update- Mrs. Mendoza would like to go to self-operated, steps: notify the boards, contact cooperative Purchasing groups, create job description and post for Director, Notify CDE and Sodexo of non-renewal- Mr. Wallace: how many of these buying groups are in our area? Several in our area per Mrs. Mendoza. She will look at all and start contacting them.
5. School Reopening Update – Mr. Fillpot reported that our elementary sites have opened with 2 cohorts on a hybrid model. Our staff was well prepared and students were happy to return. We had a few hiccups with the bussing. Secondary schools can only offer small cohorts at this time.

## **ACTION ITEMS**

### 1. Consent Calendar

- a. Approve warrants in the amount of \$969,867.98
- b. Approve minutes from October 12, 2020
- c. Second Reading and Approval of AR 4112.1 Contracts, AR 4112.2 Certification, AR 4112.22 Staff Teaching English Learners, AR 4112.23 Special Education Staff, AR 4116 Probationary/Permanent Status, AR 4117.5 4217.5, 4317.5 Termination Agreements, AR 4117.7 4317.7 Employment Status Reports, AR 4117.14 4317.14 Postretirement Employment, BP 4113 Assignment, BP 4113.4 4213.4, 4313.4 Temporary Modified/Light-Duty Assignment, BP 4116 Probationary/Permanent Status, and BP 4117.3 Personnel Reduction
- d. Approve Surplus from Orestimba High School, Hurd Barrington Elementary and Yolo Middle School
- e. Approve Director of Curriculum, Instruction & Title IX Coordination Job Description
- f. Approve 20-21 Certificated Management Salary Schedule
- g. Approve the Attached List of Employment and Employment Changes

Wallace/ Bazar  
5-0

### 2. Accept MOU between NCLUSD and NCLTA Bazar/Wallace 5-0

3. Approve Resolution #20-21/07 Temporary Amendment to Board Policy/ Administrative Regulation Related to Grades/Evaluation of Student Achievement During the 2020-2021 School Year

To The Members of the Board,

I do my best to teach students the importance of responsibility, effort, and perseverance. I teach them the importance of communication; whether it be with teachers, parents, friends, or bosses. By giving students half credit for neglecting to turn in assignments we are setting them up for FAILURE in college, their prospective career, or anything they have to do in life that involves a deadline placed by someone of higher authority. If a student needs an extension, they need to be able to communicate that to their teachers; even if it doesn't involve them telling the full story. That is part of communication and responsibility.

Never, in life, will these kids ever get credit for doing nothing. They will go to college or into the workforce and will EXPECT to get credit for doing nothing. Someone will ask them where they went to school and when they say OHS, those bosses and professors will remember and never take anyone from here again.

I became a teacher in hopes to have a positive impact on young people, and to give them the advice that I, myself, would never consider; to prepare them for the real world and any challenge they may face. I wanted to help the students who have bad home lives and teach them that with hard work they can build any life they want for themselves. Instead, I am lowering my standards. This sends the message that they don't need to try because they aren't good enough. It has to be done for them. The only problem is nobody else in the real world will do things for them. They will be held to the same standards as everyone else and will not be able to comprehend why it is happening.

Sincerely,  
Corey Felber

Dear President Conforti and Members of the Board,

When Yolo Middle School staff was first informed about the possibility of adopting a new grading policy we asked the following; What is the reason NCLUSD is considering implementing a grading policy where teachers would not be allowed to give a student a zero on an assignment that has not been completed? What is the purpose of this policy? Is it to ensure students maintain their academic eligibility for sports? Is it to ensure students do not dig themselves into an academic hole they will struggle to get out of? Is it to keep students from becoming disengaged and give up?

While those intentions may be good, what we need to ask ourselves is, what will students learn from NCLUSD adopting such a policy? What students will be taught is that they will earn credit without having to complete an assignment. As educators we are responsible for teaching our students about much more than just subject matter content. We are responsible for teaching them about respect, consequences, deadlines, responsibility, work ethic, perseverance and being resilient. These are the skills and characteristics students need to be college and career ready.

Implementing a grading policy that gives students 50% credit for assignments not completed is not preparing them for life. We are doing our students a disservice by not holding them accountable for earning their grades, credits and diplomas. We are opposed to the grading policy that Newman Crows-Landing is considering.

Sincerely Yolo Middle School Teachers,

Maria Andrade, Cynthia Bautista, Beronica Esquivéz, Samantha Felber, Mark Malmberg, Gisel Pimentel, Stephen Roberts, Elsa Juarez, Angela Mackovich-Reyes, Mia Ball, Steve Ladine, Jaime Rico, Eileen Foster, Michael Phillips, Richard Cash, Kasey Cooper, Sharon Fantazia, Norlissa Clark and Jennifer Villalobos

November 9, 2020

Dear President Conforti and NCLUSD Board Members,

I am writing this letter to share my concern about the recent grade policy proposal presented to our Yolo staff at a recent staff meeting. It is my understanding that the use of the 50% grade for assignments not completed by students has already been implemented for quarter 1 at Orestimba High School. When this was presented to us, our staff was made to feel that all the teachers were well informed and on board with the grading policy change at Orestimba. Most recently, my understanding is that there is deviciness about the purpose of the policy and its effect on students on both the middle school and high school campuses.

At this time, I urge you to reconsider making this policy effective until the need and effect on our students is made more clear. Is this policy going to be temporary during COVID learning to adjust for any inequalities in the students' learning from home? Will this policy stay etched in stone for years to come? Most concerning, without transparency on this matter, we have no way of knowing what teacher input from our staff meetings has been utilized to make an informed decision on this action item. How was our input delivered to you as a governing board?

Please reconsider taking a stance against making the grade change policy effective across Yolo Middle School until the effects on our students' academic standing and their determination and mindset to work for their grades is considered. Personally, I'd like to have more understanding of its purpose and be allowed to give more professional input regarding such a policy change.

Sincerely,  
Sharon Fantazia

Dear NCLUSD Board Members, Superintendent Fillpot & NCLUSD employees,

In regards to the passage of a grading policy that makes a grade of less than 50% an impossibility, I agree with this change in policy IF it is a temporary response to a national education emergency. If the board wishes to consider making this a permanent change to policy without consultation or buy in from your educators, then I oppose.

I believe we need solutions to keep our students from falling too far behind during distance learning. I would recommend the temporary passage of grading policy for the duration of mandatory distance learning.

If the board wishes to extend this emergency measure then it would be my recommendation that you take the issue back to the teachers and ask for their input to come up with a solution that is tailor made to our schools and community, not just the blind adoption of what a neighboring district came up with.

Thank-you for your consideration,  
Renée Stearns  
Ceramics  
Orestimba High School

Dear Board Members,

We would like to express our concerns and disagreement with the possible approval of the 50% grading policy.

One of our site goals is to prepare our students to be college and career ready. This policy would set a dangerous precedent that credit is given without the work being done, which diminishes the rigor that is expected from students. Colleges/universities and jobs do not give students half credit for doing nothing.

Most teachers have been very understanding and accommodating to students' needs during this difficult time. We have gone above and beyond our normal duties to help students so that they complete assignments and not earn a failing grade. We also have built-in measures to help students succeed, so this new grading policy would be another giveaway on top of all the accommodations already made.

We would understand a policy in which we give students a fair chance at recuperating their grade for the second quarter, but the students that needed that chance are not taking it. They are still not turning in their assignments or participating in zoom classes because they know that we will "change their grade" again at the end of the semester.

We are already marking students present even if they do not attend the zoom class, simply because they make contact with the teacher. So, let's discuss other alternatives or options to help students and include teachers in those discussions so that we all have a say, not just be told what we need to do.

Thank you,  
Kathryn Juarez  
Graciela Olesen  
Heidy Saldana  
OHS Teachers

Good evening board members,

We would like to address the resolution to change grading policies for our district. As educators in our district we have keen insight into the challenges facing our students. We have been using the policy under consideration for several years and have seen the many advantages of such a policy. Whether we like or accept the position we are in the reality is as educators our job goes far beyond content. We must teach many of the life lessons generally taught at home, such as, integrity, character and personal responsibility. We have seen that by giving students a 50% grade for incomplete assignments, we have not crushed their motivation to do better. In fact, as some have pointed out that this grading system would be a detriment to the students we have seen the opposite effect. Using the concept of grading for mastery, research indicates it is in the best interest of the students. When we give students a 50% they see a way out of the many mistakes they have made. Just as you would not give a 16 year old the keys to a car without plenty of practice the same goes for teaching life skills. It is not our job to penalize students for their mistakes but to show them how to correct them and to teach them about personal accountability. This is why we have come out in support of the resolution before the board.

Sincerely,  
Korey Santor  
Brandi Decator  
Deirdre O'Rourke

Bazar with amendment / Wallace

**Roll Call: Mr. Wallace aye Mrs. Hurst aye Mrs. Conforti aye Mr. Snodderly no Mr. Bazar Aye  
4-1-0**

4. Approval of the Annual and 5-Year Developer Fee Report for the year 2019-2020.

**Bazar/Snodderly  
5-0**

5. Approve School Plan for Student Achievement for Hunt Elementary, Bonita Elementary, Von Renner Elementary, Hurd Barrington Elementary, Yolo Middle School, Orestimba High School, and West Side High School

**Bazar/ Hurst 5-0**

### **FUTURE AGENDA ITEMS**

First Interim  
Organizational Meeting  
School of the Month: Yolo

### **SUPERINTENDENT'S REPORT**

Mr. Fillpot – it has been a long year and a half since March 19, 2020. A lot of us have worked fulltime since March and we are ready for a break. Our teachers and staff have done a wonderful job supporting our students.

### **BOARD REPORTS**

Mr. Bazar- nothing more to offer

Mrs. Hurst- That was a tough decision for me on the grading resolution. Will someone be answering the questions in the chat? Kudos to everyone. Happy Thanksgiving

Mr. Snodderly- Mrs. Mendoza does a fantastic job with the food distribution and handling social media comments.

Mr. Wallace- Approved plans for single achievement- we have a lot of work to do. Thank you to staff for all the hard work.

Diego Garcia – Thank you to the teachers for speaking up about the grading policy

Mrs. Conforti – Thank you community for Measure X, Diego for working on the survey, and thank you to everyone you will have the same board

### **ADJOURNMENT**

7:33 PM



Secretary of the Board



Date

**Newman-Crows Landing Unified School District**

**Human Resources**

**Employment and Employment Changes**

**November 9, 2020**

<b>Name</b>	<b>Site</b>	<b>Status</b>	<b>Job Title</b>
Brianna J. Swank	HBE	Hired	2 <sup>nd</sup> Grade Teacher
Isabel Mendoza	BES	Hired	Yard Duty
Victoria Boyington	HBE	Resignation	Induction Support Provider
Katie Eddington	HBE	Resignation	2 <sup>nd</sup> Grade Teacher